

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2135  
Revision No.: 19  
Date of Last Revision: 05/28/2002

States: Georgia, South Carolina

Area: Georgia Counties of Burke, Columbia, Elbert, Emanuel, Glascock, Hart, Jefferson, Jenkins, Lincoln, McDuffie, Richmond, Taliaferro, Warren, Wilkes  
South Carolina Counties of Aiken, Allendale, Bamberg, Barnwell, Edgefield, McCormick

**\*\* Fringe Benefits Required Follow the Occupational Listing \*\***

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
<b>01000</b>	<b>Administrative Support and Clerical Occupations</b>	
01011	Accounting Clerk I	9.00
01012	Accounting Clerk II	9.80
01013	Accounting Clerk III	11.79
01014	Accounting Clerk IV	13.96
01030	Court Reporter	13.95
01050	Dispatcher, Motor Vehicle	13.95
01060	Document Preparation Clerk	10.61
01070	Messenger (Courier)	7.88
01090	Duplicating Machine Operator	10.61
01110	Film/Tape Librarian	11.82
01115	General Clerk I	9.28
01116	General Clerk II	10.43
01117	General Clerk III	10.93
01118	General Clerk IV	12.24
01120	Housing Referral Assistant	17.89
01131	Key Entry Operator I	9.53
01132	Key Entry Operator II	12.02
01191	Order Clerk I	9.25
01192	Order Clerk II	12.51
01261	Personnel Assistant (Employment) I	10.55
01262	Personnel Assistant (Employment) II	11.82
01263	Personnel Assistant (Employment) III	13.95
01264	Personnel Assistant (Employment) IV	18.93
01270	Production Control Clerk	18.10
01290	Rental Clerk	10.28
01300	Scheduler, Maintenance	10.82
01311	Secretary I	10.82
01312	Secretary II	13.19
01313	Secretary III	17.89
01314	Secretary IV	19.87
01315	Secretary V	22.02

01320	Service Order Dispatcher	11.44
01341	Stenographer I	12.06
01342	Stenographer II	13.66
01400	Supply Technician	15.90
01420	Survey Worker (Interviewer)	12.54
01460	Switchboard Operator-Receptionist	9.95
01510	Test Examiner	13.19
01520	Test Proctor	13.19
01531	Travel Clerk I	9.86
01532	Travel Clerk II	10.84
01533	Travel Clerk III	11.70
01611	Word Processor I	8.66
01612	Word Processor II	10.84
01613	Word Processor III	12.54
<b>03000</b>	<b>Automatic Data Processing Occupations</b>	
03010	Computer Data Librarian	12.39
03041	Computer Operator I	10.81
03042	Computer Operator II	16.20
03043	Computer Operator III	19.95
03044	Computer Operator IV	20.79
03045	Computer Operator V	24.54
03071	Computer Programmer I (1)	18.88
03072	Computer Programmer II (1)	24.09
03073	Computer Programmer III (1)	27.62
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	24.09
03102	Computer Systems Analyst II (1)	27.54
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	10.73
<b>05000</b>	<b>Automotive Service Occupations</b>	
05005	Automotive Body Repairer, Fiberglass	16.77
05010	Automotive Glass Installer	13.97
05040	Automotive Worker	14.52
05070	Electrician, Automotive	15.35
05100	Mobile Equipment Servicer	12.15
05130	Motor Equipment Metal Mechanic	16.32
05160	Motor Equipment Metal Worker	14.52
05190	Motor Vehicle Mechanic	15.70
05220	Motor Vehicle Mechanic Helper	11.92
05250	Motor Vehicle Upholstery Worker	13.55
05280	Motor Vehicle Wrecker	14.52
05310	Painter, Automotive	14.76
05340	Radiator Repair Specialist	14.52
05370	Tire Repairer	11.29
05400	Transmission Repair Specialist	16.32
<b>07000</b>	<b>Food Preparation and Service Occupations</b>	

	Food Service Worker	7.41
07010	Baker	10.87
07041	Cook I	9.50
07042	Cook II	10.87
07070	Dishwasher	6.79
07130	Meat Cutter	11.56
07250	Waiter/Waitress	7.47
<b>09000</b>	<b>Furniture Maintenance and Repair Occupations</b>	
09010	Electrostatic Spray Painter	14.99
09040	Furniture Handler	10.16
09070	Furniture Refinisher	14.99
09100	Furniture Refinisher Helper	11.48
09110	Furniture Repairer, Minor	13.23
09130	Upholsterer	14.99
<b>11030</b>	<b>General Services and Support Occupations</b>	
11030	Cleaner, Vehicles	6.98
11060	Elevator Operator	7.24
11090	Gardener	10.01
11121	House Keeping Aid I	6.88
11122	House Keeping Aid II	7.87
11150	Janitor	7.24
11210	Laborer, Grounds Maintenance	7.90
11240	Maid or Houseman	6.78
11270	Pest Controller	12.55
11300	Refuse Collector	8.98
11330	Tractor Operator	9.35
11360	Window Cleaner	7.97
<b>12000</b>	<b>Health Occupations</b>	
12020	Dental Assistant	12.57
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.05
12071	Licensed Practical Nurse I	9.82
12072	Licensed Practical Nurse II	11.02
12073	Licensed Practical Nurse III	12.32
12100	Medical Assistant	10.14
12130	Medical Laboratory Technician	11.14
12160	Medical Record Clerk	10.42
12190	Medical Record Technician	13.54
12221	Nursing Assistant I	7.10
12222	Nursing Assistant II	7.98
12223	Nursing Assistant III	8.71
12224	Nursing Assistant IV	9.77
12250	Pharmacy Technician	12.19
12280	Phlebotomist	11.02
12311	Registered Nurse I	17.91
12312	Registered Nurse II	22.02

12313	Registered Nurse II, Specialist	22.02
12314	Registered Nurse III	26.52
12315	Registered Nurse III, Anesthetist	26.52
12316	Registered Nurse IV	31.76
<b>13000</b>	<b>Information and Arts Occupations</b>	
13002	Audiovisual Librarian	19.65
13011	Exhibits Specialist I	13.87
13012	Exhibits Specialist II	17.05
13013	Exhibits Specialist III	20.79
13041	Illustrator I	15.85
13042	Illustrator II	19.61
13043	Illustrator III	23.91
13047	Librarian	19.88
13050	Library Technician	11.02
13071	Photographer I	13.47
13072	Photographer II	15.09
13073	Photographer III	18.71
13074	Photographer IV	22.89
13075	Photographer V	27.61
<b>15000</b>	<b>Laundry, Dry Cleaning, Pressing and Related Occupations</b>	
15010	Assembler	7.94
15030	Counter Attendant	7.94
15040	Dry Cleaner	8.22
15070	Finisher, Flatwork, Machine	7.94
15090	Presser, Hand	7.94
15100	Presser, Machine, Drycleaning	7.94
15130	Presser, Machine, Shirts	7.94
15160	Presser, Machine, Wearing Apparel, Laundry	7.94
15190	Sewing Machine Operator	8.46
15220	Tailor	9.65
15250	Washer, Machine	8.05
<b>19000</b>	<b>Machine Tool Operation and Repair Occupations</b>	
19010	Machine-Tool Operator (Toolroom)	16.79
19040	Tool and Die Maker	18.47
<b>21000</b>	<b>Material Handling and Packing Occupations</b>	
21010	Fuel Distribution System Operator	11.29
21020	Material Coordinator	18.10
21030	Material Expediter	18.10
21040	Material Handling Laborer	8.21
21050	Order Filler	10.25
21071	Forklift Operator	11.53
21080	Production Line Worker (Food Processing)	14.75
21100	Shipping/Receiving Clerk	10.78
21130	Shipping Packer	10.78
21140	Store Worker I	8.43

21150	Stock Clerk (Shelf Stocker; Store Worker II)	13.56
21210	Tools and Parts Attendant	12.28
21400	Warehouse Specialist	14.75
<b>23000</b>	<b>Mechanics and Maintenance and Repair Occupations</b>	
23010	Aircraft Mechanic	16.75
23040	Aircraft Mechanic Helper	12.11
23050	Aircraft Quality Control Inspector	17.70
23060	Aircraft Servicer	13.95
23070	Aircraft Worker	14.92
23100	Appliance Mechanic	15.82
23120	Bicycle Repairer	11.29
23125	Cable Splicer	18.88
23130	Carpenter, Maintenance	14.99
23140	Carpet Layer	14.92
23160	Electrician, Maintenance	17.71
23181	Electronics Technician, Maintenance I	13.10
23182	Electronics Technician, Maintenance II	17.39
23183	Electronics Technician, Maintenance III	18.76
23260	Fabric Worker	13.95
23290	Fire Alarm System Mechanic	15.94
23310	Fire Extinguisher Repairer	13.03
23340	Fuel Distribution System Mechanic	18.33
23370	General Maintenance Worker	16.59
23400	Heating, Refrigeration and Air Conditioning Mechanic	15.94
23430	Heavy Equipment Mechanic	18.00
23440	Heavy Equipment Operator	17.57
23460	Instrument Mechanic	17.57
23470	Laborer	8.61
23500	Locksmith	15.82
23530	Machinery Maintenance Mechanic	17.36
23550	Machinist, Maintenance	15.94
23580	Maintenance Trades Helper	11.92
23640	Millwright	16.75
23700	Office Appliance Repairer	15.82
23740	Painter, Aircraft	14.99
23760	Painter, Maintenance	14.99
23790	Pipefitter, Maintenance	17.88
23800	Plumber, Maintenance	16.91
23820	Pneudraulic Systems Mechanic	16.75
23850	Rigger	16.75
23870	Scale Mechanic	14.92
23890	Sheet-Metal Worker, Maintenance	15.94
23910	Small Engine Mechanic	14.92
23930	Telecommunication Mechanic I	15.94
23931	Telecommunication Mechanic II	16.89
23950	Telephone Lineman	15.94
23960	Welder, Combination, Maintenance	15.94
23965	Well Driller	16.75

23970	Woodcraft Worker	16.75
23980	Woodworker	13.03
<b>24000</b>	<b>Personal Needs Occupations</b>	
24570	Child Care Attendant	9.09
24580	Child Care Center Clerk	11.95
24600	Chore Aid	6.11
24630	Homemaker	12.66
<b>25000</b>	<b>Plant and System Operation Occupations</b>	
25010	Boiler Tender	16.75
25040	Sewage Plant Operator	15.82
25070	Stationary Engineer	16.75
25190	Ventilation Equipment Tender	12.11
25210	Water Treatment Plant Operator	15.82
<b>27000</b>	<b>Protective Service Occupations</b>	
	Police Officer	14.75
27004	Alarm Monitor	10.59
27006	Corrections Officer	14.20
27010	Court Security Officer	14.20
27040	Detention Officer	14.20
27070	Firefighter	16.00
27101	Guard I	7.67
27102	Guard II	12.18
<b>28000</b>	<b>Stevedoring/Longshoremen Occupations</b>	
28010	Blocker and Bracer	18.14
28020	Hatch Tender	18.14
28030	Line Handler	18.14
28040	Stevedore I	16.96
28050	Stevedore II	19.32
<b>29000</b>	<b>Technical Occupations</b>	
21150	Graphic Artist	20.17
29010	Air Traffic Control Specialist, Center (2)	28.21
29011	Air Traffic Control Specialist, Station (2)	19.46
29012	Air Traffic Control Specialist, Terminal (2)	21.43
29023	Archeological Technician I	14.15
29024	Archeological Technician II	15.91
29025	Archeological Technician III	19.65
29030	Cartographic Technician	21.07
29035	Computer Based Training (CBT) Specialist/ Instructor	24.09
29040	Civil Engineering Technician	22.00
29061	Drafter I	12.40
29062	Drafter II	14.14
29063	Drafter III	15.85
29064	Drafter IV	19.65
29081	Engineering Technician I	13.69

29082	Engineering Technician II	15.62
29083	Engineering Technician III	17.50
29084	Engineering Technician IV	21.70
29085	Engineering Technician V	26.55
29086	Engineering Technician VI	32.02
29090	Environmental Technician	15.81
29100	Flight Simulator/Instructor (Pilot)	27.54
29160	Instructor	19.73
29210	Laboratory Technician	11.17
29240	Mathematical Technician	19.65
29361	Paralegal/Legal Assistant I	9.27
29362	Paralegal/Legal Assistant II	17.03
29363	Paralegal/Legal Assistant III	20.82
29364	Paralegal/Legal Assistant IV	25.18
29390	Photooptics Technician	18.71
29480	Technical Writer	26.59
29491	Unexploded Ordnance (UXO) Technician I	17.93
29492	Unexploded Ordnance (UXO) Technician II	21.70
29493	Unexploded Ordnance (UXO) Technician III	26.01
29494	Unexploded (UXO) Safety Escort	17.93
29495	Unexploded (UXO) Sweep Personnel	17.93
29620	Weather Observer, Senior (3)	13.66
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	12.29
29622	Weather Observer, Upper Air (3)	12.29
<b>31000</b>	<b>Transportation/ Mobile Equipment Operation Occupations</b>	
31030	Bus Driver	10.78
31260	Parking and Lot Attendant	9.90
31290	Shuttle Bus Driver	11.39
31300	Taxi Driver	9.21
31361	Truckdriver, Light Truck	10.85
31362	Truckdriver, Medium Truck	11.81
31363	Truckdriver, Heavy Truck	14.89
31364	Truckdriver, Tractor-Trailer	14.89
<b>99000</b>	<b>Miscellaneous Occupations</b>	
99020	Animal Caretaker	7.80
99030	Cashier	7.46
99041	Carnival Equipment Operator	8.84
99042	Carnival Equipment Repairer	9.50
99043	Carnival Worker	6.79
99050	Desk Clerk	9.09
99095	Embalmer	17.93
99300	Lifeguard	9.42
99310	Mortician	17.93
99350	Park Attendant (Aide)	11.84
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.27
99500	Recreation Specialist	14.56

99510	Recycling Worker	11.67
99610	Sales Clerk	8.83
99620	School Crossing Guard (Crosswalk Attendant)	6.79
99630	Sport Official	9.33
99658	Survey Party Chief (Chief of Party)	15.60
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.87
99660	Surveying Aide	10.15
99690	Swimming Pool Operator	12.35
99720	Vending Machine Attendant	10.03
99730	Vending Machine Repairer	12.35
99740	Vending Machine Repairer Helper	10.03

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and



hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the

employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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Division of  
Wage Determinations

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
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Wage Determination No.: 1994-2141  
Revision No.: 26  
Date of Last Revision: 05/29/2002

States: Georgia, South Carolina

Area: Georgia Counties of Appling, Bacon, Bryan, Bulloch, Candler, Chatham, Effingham, Evans, Jeff Davis, Liberty, Long, McIntosh, Screven, Tattnall, Toombs, Wayne  
South Carolina Counties of Hampton, Jasper

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

OCCUPATION TITLE	MINIMUM WAGE RATE
<b>Administrative Support and Clerical Occupations</b>	
Accounting Clerk I	7.79
Accounting Clerk II	9.46
Accounting Clerk III	10.81
Accounting Clerk IV	13.97
Court Reporter	10.35
Dispatcher, Motor Vehicle	10.35
Document Preparation Clerk	10.16
Duplicating Machine Operator	10.16
Film/Tape Librarian	10.65
General Clerk I	8.49
General Clerk II	9.55
General Clerk III	10.94
General Clerk IV	11.71
Housing Referral Assistant	12.82
Key Entry Operator I	8.70
Key Entry Operator II	11.18
Messenger (Courier)	7.75
Order Clerk I	8.66
Order Clerk II	11.78
Personnel Assistant (Employment) I	14.25
Personnel Assistant (Employment) II	17.24
Personnel Assistant (Employment) III	20.67
Personnel Assistant (Employment) IV	24.58
Production Control Clerk	13.29
Rental Clerk	9.26
Scheduler, Maintenance	9.61
Secretary I	9.61
Secretary II	10.74
Secretary III	12.82
Secretary IV	12.92
Secretary V	15.56

Service Order Dispatcher	9.26
Stenographer I	8.25
Stenographer II	9.26
Supply Technician	12.92
Survey Worker (Interviewer)	10.66
Switchboard Operator-Receptionist	7.88
Test Examiner	10.74
Test Proctor	10.74
Travel Clerk I	9.44
Travel Clerk II	10.07
Travel Clerk III	10.87
Word Processor I	9.42
Word Processor II	10.58
Word Processor III	11.83

**Automatic Data Processing Occupations**

Computer Data Librarian	10.94
Computer Operator I	10.49
Computer Operator II	11.68
Computer Operator III	14.38
Computer Operator IV	15.99
Computer Operator V	17.70
Computer Programmer I (1)	13.90
Computer Programmer II (1)	18.96
Computer Programmer III (1)	20.71
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	20.11
Computer Systems Analyst II (1)	22.96
Computer Systems Analyst III (1)	26.66
Peripheral Equipment Operator	10.94

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	14.73
Automotive Glass Installer	11.50
Automotive Worker	11.73
Electrician, Automotive	12.14
Mobile Equipment Servicer	10.22
Motor Equipment Metal Mechanic	12.81
Motor Equipment Metal Worker	11.50
Motor Vehicle Mechanic	12.81
Motor Vehicle Mechanic Helper	9.59
Motor Vehicle Upholstery Worker	10.87
Motor Vehicle Wrecker	11.50
Painter, Automotive	12.14
Radiator Repair Specialist	11.50
Tire Repairer	9.87
Transmission Repair Specialist	12.81

**Food Preparation and Service Occupations**

Baker	9.64
Cook I	8.57
Cook II	9.64
Dishwasher	6.61
Food Service Worker	6.61
Meat Cutter	9.87
Waiter/Waitress	6.28

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	15.29
Furniture Handler	10.49
Furniture Refinisher	15.29
Furniture Refinisher Helper	12.07
Furniture Repairer, Minor	13.68
Upholsterer	15.29

**General Services and Support Occupations**

Cleaner, Vehicles	6.66
Elevator Operator	6.66
Gardener	8.84
House Keeping Aid I	6.13
House Keeping Aid II	6.66
Janitor	6.66
Laborer, Grounds Maintenance	7.22
Maid or Houseman	6.13
Pest Controller	9.42
Refuse Collector	6.66
Tractor Operator	8.30
Window Cleaner	7.22

**Health Occupations**

Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.24
Licensed Practical Nurse I	9.62
Licensed Practical Nurse II	10.79
Licensed Practical Nurse III	12.07
Medical Assistant	10.05
Medical Laboratory Technician	10.05
Medical Record Clerk	10.05
Medical Record Technician	13.54
Nursing Assistant I	7.10
Nursing Assistant II	7.98
Nursing Assistant III	8.71
Nursing Assistant IV	9.77
Pharmacy Technician	12.53
Phlebotomist	11.10
Registered Nurse I	16.02
Registered Nurse II	19.58
Registered Nurse II, Specialist	19.58

Registered Nurse III	23.69
Registered Nurse III, Anesthetist	23.69
Registered Nurse IV	27.62
<b>Information and Arts Occupations</b>	
Audiovisual Librarian	12.45
Exhibits Specialist I	15.56
Exhibits Specialist II	19.13
Exhibits Specialist III	23.39
Illustrator I	15.56
Illustrator II	19.13
Illustrator III	23.39
Librarian	17.24
Library Technician	11.90
Photographer I	13.85
Photographer II	15.56
Photographer III	19.13
Photographer IV	23.39
Photographer V	28.30
<b>Laundry, Dry Cleaning, Pressing and Related Occupations</b>	
Assembler	6.85
Counter Attendant	6.85
Dry Cleaner	7.20
Finisher, Flatwork, Machine	6.85
Presser, Hand	6.85
Presser, Machine, Drycleaning	6.85
Presser, Machine, Shirts	6.85
Presser, Machine, Wearing Apparel, Laundry	6.85
Sewing Machine Operator	8.09
Tailor	9.20
Washer, Machine	6.58
<b>Machine Tool Operation and Repair Occupations</b>	
Machine-Tool Operator (Toolroom)	15.29
Tool and Die Maker	18.46
<b>Material Handling and Packing Occupations</b>	
Forklift Operator	11.00
Fuel Distribution System Operator	12.85
Material Coordinator	13.42
Material Expediter	13.42
Material Handling Laborer	8.49
Order Filler	10.45
Production Line Worker (Food Processing)	11.00
Shipping Packer	10.64
Shipping/Receiving Clerk	10.64
Stock Clerk (Shelf Stocker; Store Worker II)	11.86
Store Worker I	9.02

Tools and Parts Attendant	11.00
Warehouse Specialist	11.00

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	16.13
Aircraft Mechanic Helper	12.07
Aircraft Quality Control Inspector	16.91
Aircraft Servicer	13.68
Aircraft Worker	14.46
Appliance Mechanic	15.29
Bicycle Repairer	12.42
Cable Splicer	16.13
Carpenter, Maintenance	15.29
Carpet Layer	14.46
Electrician, Maintenance	16.13
Electronics Technician, Maintenance I	17.82
Electronics Technician, Maintenance II	18.85
Electronics Technician, Maintenance III	19.88
Fabric Worker	13.68
Fire Alarm System Mechanic	16.13
Fire Extinguisher Repairer	12.85
Fuel Distribution System Mechanic	16.13
General Maintenance Worker	9.21
Heating, Refrigeration and Air Conditioning Mechanic	16.13
Heavy Equipment Mechanic	18.55
Heavy Equipment Operator	18.55
Instrument Mechanic	18.55
Laborer	6.66
Locksmith	15.29
Machinery Maintenance Mechanic	18.55
Machinist, Maintenance	16.13
Maintenance Trades Helper	12.07
Millwright	18.55
Office Appliance Repairer	15.29
Painter, Aircraft	15.29
Painter, Maintenance	17.27
Pipefitter, Maintenance	16.51
Plumber, Maintenance	15.65
Pneudraulic Systems Mechanic	16.13
Rigger	16.13
Scale Mechanic	14.46
Sheet-Metal Worker, Maintenance	16.13
Small Engine Mechanic	14.46
Telecommunication Mechanic I	16.13
Telecommunication Mechanic II	16.91
Telephone Lineman	16.13
Welder, Combination, Maintenance	16.13
Well Driller	16.13
Woodcraft Worker	16.13

Woodworker	12.85
<b>Miscellaneous Occupations</b>	
Animal Caretaker	6.93
Carnival Equipment Operator	7.58
Carnival Equipment Repairer	8.08
Carnival Worker	6.08
Cashier	6.60
Desk Clerk	8.29
Embalmer	16.57
Lifeguard	7.88
Mortician	16.57
Park Attendant (Aide)	9.89
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	6.85
Recreation Specialist	10.66
Recycling Worker	8.30
Sales Clerk	7.88
School Crossing Guard (Crosswalk Attendant)	6.34
Sport Official	6.85
Survey Party Chief (Chief of Party)	18.50
Surveying Aide	11.56
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.85
Swimming Pool Operator	8.65
Vending Machine Attendant	7.22
Vending Machine Repairer	8.65
Vending Machine Repairer Helper	7.22
<b>Personal Needs Occupations</b>	
Child Care Attendant	7.69
Child Care Center Clerk	9.58
Chore Aid	5.33
Homemaker	10.66
<b>Plant and System Operation Occupations</b>	
Boiler Tender	16.13
Sewage Plant Operator	15.29
Stationary Engineer	16.13
Ventilation Equipment Tender	12.07
Water Treatment Plant Operator	15.29
<b>Protective Service Occupations</b>	
Alarm Monitor	7.70
Corrections Officer	15.20
Court Security Officer	15.20
Detention Officer	15.20
Firefighter	15.17
Guard I	5.96
Guard II	8.61
Police Officer	15.22



**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	13.21
Hatch Tender	13.21
Line Handler	13.21
Stevedore I	12.43
Stevedore II	13.97

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	27.00
Air Traffic Control Specialist, Station (2)	18.62
Air Traffic Control Specialist, Terminal (2)	20.50
Archeological Technician I	13.78
Archeological Technician II	15.49
Archeological Technician III	19.13
Cartographic Technician	21.10
Civil Engineering Technician	19.13
Computer Based Training (CBT) Specialist/ Instructor	20.58
Drafter I	12.30
Drafter II	13.85
Drafter III	15.56
Drafter IV	19.13
Engineering Technician I	13.75
Engineering Technician II	15.48
Engineering Technician III	17.39
Engineering Technician IV	21.38
Engineering Technician V	26.13
Engineering Technician VI	31.63
Environmental Technician	14.50
Flight Simulator/Instructor (Pilot)	21.30
Graphic Artist	18.66
Instructor	18.66
Laboratory Technician	13.04
Mathematical Technician	19.13
Paralegal/Legal Assistant I	11.90
Paralegal/Legal Assistant II	14.32
Paralegal/Legal Assistant III	17.50
Paralegal/Legal Assistant IV	21.18
Photooptics Technician	19.13
Technical Writer	17.24
Unexploded (UXO) Safety Escort	17.16
Unexploded (UXO) Sweep Personnel	17.16
Unexploded Ordnance (UXO) Technician I	17.16
Unexploded Ordnance (UXO) Technician II	20.76
Unexploded Ordnance (UXO) Technician III	24.88
Weather Observer, Combined Upper Air and Surface Programs (3)	13.04
Weather Observer, Senior (3)	14.50
Weather Observer, Upper Air (3)	13.04

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	11.19
Parking and Lot Attendant	7.91
Shuttle Bus Driver	10.52
Taxi Driver	9.87
Truckdriver, Heavy Truck	11.83
Truckdriver, Light Truck	10.52
Truckdriver, Medium Truck	11.19
Truckdriver, Tractor-Trailer	11.83

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$2.15 an hour or \$86.00 a week or \$372.67 a month

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, drying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*****Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}****Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor



William W. Gross  
Director

Division of  
Wage Determinations

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2391  
Revision No.: 16  
Date of Last Revision: 05/29/2002

States: North Carolina, South Carolina

Area: North Carolina Counties of Alexander, Anson, Cabarrus, Catawba, Cleveland, Gaston, Iredell, Lincoln, Mecklenburg, Rowan, Stanly, Union, Wilkes  
South Carolina Counties of Chesterfield, Lancaster, York

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

OCCUPATION TITLE

MINIMUM WAGE RATE

**Administrative Support and Clerical Occupations**

Accounting Clerk I	8.26
Accounting Clerk II	9.63
Accounting Clerk III	11.55
Accounting Clerk IV	13.13
Court Reporter	13.78
Dispatcher, Motor Vehicle	13.12
Document Preparation Clerk	10.98
Duplicating Machine Operator	10.98
Film/Tape Librarian	10.42
General Clerk I	8.39
General Clerk II	9.43
General Clerk III	11.08
General Clerk IV	12.12
Housing Referral Assistant	14.21
Key Entry Operator I	9.22
Key Entry Operator II	11.07
Messenger (Courier)	8.39
Order Clerk I	9.41
Order Clerk II	11.47
Personnel Assistant (Employment) I	9.20
Personnel Assistant (Employment) II	10.29
Personnel Assistant (Employment) III	11.50
Personnel Assistant (Employment) IV	12.91
Production Control Clerk	14.21
Rental Clerk	10.95
Scheduler, Maintenance	10.95
Secretary I	10.95
Secretary II	14.04
Secretary III	14.21
Secretary IV	17.46
Secretary V	19.16

Service Order Dispatcher	10.95
Stenographer I	11.17
Stenographer II	11.99
Supply Technician	16.41
Survey Worker (Interviewer)	13.78
Switchboard Operator-Receptionist	9.99
Test Examiner	13.78
Test Proctor	13.78
Travel Clerk I	8.24
Travel Clerk II	8.77
Travel Clerk III	9.36
Word Processor I	11.17
Word Processor II	12.97
Word Processor III	14.29

**Automatic Data Processing Occupations**

Computer Data Librarian	10.42
Computer Operator I	10.90
Computer Operator II	12.37
Computer Operator III	15.04
Computer Operator IV	16.02
Computer Operator V	17.73
Computer Programmer I (1)	14.37
Computer Programmer II (1)	16.74
Computer Programmer III (1)	21.20
Computer Programmer IV (1)	24.48
Computer Systems Analyst I (1)	19.44
Computer Systems Analyst II (1)	23.27
Computer Systems Analyst III (1)	26.39
Peripheral Equipment Operator	10.60

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	16.19
Automotive Glass Installer	13.30
Automotive Worker	14.63
Electrician, Automotive	15.75
Mobile Equipment Servicer	11.87
Motor Equipment Metal Mechanic	16.19
Motor Equipment Metal Worker	14.63
Motor Vehicle Mechanic	16.62
Motor Vehicle Mechanic Helper	11.19
Motor Vehicle Upholstery Worker	14.27
Motor Vehicle Wrecker	14.63
Painter, Automotive	15.38
Radiator Repair Specialist	14.63
Tire Repairer	11.47
Transmission Repair Specialist	16.19

**Food Preparation and Service Occupations**

Baker	9.73
Cook I	8.62
Cook II	9.67
Dishwasher	7.14
Food Service Worker	7.14
Meat Cutter	9.67
Waiter/Waitress	7.10

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	13.98
Furniture Handler	10.92
Furniture Refinisher	13.98
Furniture Refinisher Helper	11.19
Furniture Repairer, Minor	12.51
Upholsterer	13.98

**General Services and Support Occupations**

Cleaner, Vehicles	7.14
Elevator Operator	7.14
Gardener	9.48
House Keeping Aid I	6.73
House Keeping Aid II	7.27
Janitor	7.14
Laborer, Grounds Maintenance	7.81
Maid or Houseman	6.50
Pest Controller	9.51
Refuse Collector	7.14
Tractor Operator	9.03
Window Cleaner	7.81

**Health Occupations**

Dental Assistant	12.02
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.86
Licensed Practical Nurse I	9.58
Licensed Practical Nurse II	10.75
Licensed Practical Nurse III	12.02
Medical Assistant	9.77
Medical Laboratory Technician	10.75
Medical Record Clerk	10.75
Medical Record Technician	13.71
Nursing Assistant I	7.81
Nursing Assistant II	8.78
Nursing Assistant III	9.58
Nursing Assistant IV	10.75
Pharmacy Technician	12.19
Phlebotomist	10.75
Registered Nurse I	14.89
Registered Nurse II	18.23
Registered Nurse II, Specialist	18.23

Registered Nurse III	22.06
Registered Nurse III, Anesthetist	22.06
Registered Nurse IV	26.42

**Information and Arts Occupations**

Audiovisual Librarian	15.87
Exhibits Specialist I	14.72
Exhibits Specialist II	18.23
Exhibits Specialist III	20.93
Illustrator I	14.72
Illustrator II	18.23
Illustrator III	20.93
Librarian	19.16
Library Technician	12.76
Photographer I	12.37
Photographer II	13.89
Photographer III	17.21
Photographer IV	19.76
Photographer V	23.22

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	6.53
Counter Attendant	6.53
Dry Cleaner	8.01
Finisher, Flatwork, Machine	6.53
Presser, Hand	6.53
Presser, Machine, Drycleaning	6.53
Presser, Machine, Shirts	6.53
Presser, Machine, Wearing Apparel, Laundry	6.53
Sewing Machine Operator	8.47
Tailor	8.93
Washer, Machine	6.97

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	14.62
Tool and Die Maker	17.69

**Material Handling and Packing Occupations**

Forklift Operator	11.96
Fuel Distribution System Operator	14.27
Material Coordinator	12.85
Material Expediter	12.85
Material Handling Laborer	9.38
Order Filler	10.76
Production Line Worker (Food Processing)	10.79
Shipping Packer	10.53
Shipping/Receiving Clerk	10.53
Stock Clerk (Shelf Stocker; Store Worker II)	10.99
Store Worker I	8.01



Tools and Parts Attendant	11.81
Warehouse Specialist	10.79

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	16.19
Aircraft Mechanic Helper	11.81
Aircraft Quality Control Inspector	16.39
Aircraft Servicer	13.31
Aircraft Worker	14.09
Appliance Mechanic	13.98
Bicycle Repairer	11.38
Cable Splicer	16.19
Carpenter, Maintenance	15.38
Carpet Layer	14.09
Electrician, Maintenance	15.75
Electronics Technician, Maintenance I	13.51
Electronics Technician, Maintenance II	16.53
Electronics Technician, Maintenance III	20.88
Fabric Worker	12.51
Fire Alarm System Mechanic	15.60
Fire Extinguisher Repairer	12.55
Fuel Distribution System Mechanic	16.19
General Maintenance Worker	14.28
Heating, Refrigeration and Air Conditioning Mechanic	16.19
Heavy Equipment Mechanic	15.05
Heavy Equipment Operator	14.72
Instrument Mechanic	15.60
Laborer	9.70
Locksmith	15.38
Machinery Maintenance Mechanic	15.75
Machinist, Maintenance	16.08
Maintenance Trades Helper	11.19
Millwright	16.19
Office Appliance Repairer	14.83
Painter, Aircraft	14.83
Painter, Maintenance	13.98
Pipefitter, Maintenance	15.83
Plumber, Maintenance	14.83
Pneudraulic Systems Mechanic	15.60
Rigger	15.60
Scale Mechanic	14.09
Sheet-Metal Worker, Maintenance	14.72
Small Engine Mechanic	13.25
Telecommunication Mechanic I	15.29
Telecommunication Mechanic II	16.05
Telephone Lineman	15.60
Welder, Combination, Maintenance	14.72
Well Driller	14.72
Woodcraft Worker	14.72

Woodworker	12.97
<b>Miscellaneous Occupations</b>	
Animal Caretaker	8.38
Carnival Equipment Operator	9.06
Carnival Equipment Repairer	9.64
Carnival Worker	7.14
Cashier	7.35
Desk Clerk	8.66
Embalmer	16.57
Lifeguard	8.03
Mortician	16.57
Park Attendant (Aide)	10.07
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.03
Recreation Specialist	12.47
Recycling Worker	8.95
Sales Clerk	8.03
School Crossing Guard (Crosswalk Attendant)	7.14
Sport Official	8.03
Survey Party Chief (Chief of Party)	10.91
Surveying Aide	7.35
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.07
Swimming Pool Operator	10.64
Vending Machine Attendant	8.95
Vending Machine Repairer	10.64
Vending Machine Repairer Helper	8.95
<b>Personal Needs Occupations</b>	
Child Care Attendant	8.19
Child Care Center Clerk	10.21
Chore Aid	6.50
Homemaker	11.34
<b>Plant and System Operation Occupations</b>	
Boiler Tender	14.81
Sewage Plant Operator	14.07
Stationary Engineer	14.81
Ventilation Equipment Tender	11.81
Water Treatment Plant Operator	14.92
<b>Protective Service Occupations</b>	
Alarm Monitor	13.23
Corrections Officer	12.86
Court Security Officer	12.86
Detention Officer	12.86
Firefighter	12.95
Guard I	7.23
Guard II	13.23
Police Officer	15.86

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	12.84
Hatch Tender	12.84
Line Handler	12.84
Stevedore I	11.08
Stevedore II	12.36

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	13.12
Archeological Technician II	14.76
Archeological Technician III	18.23
Cartographic Technician	16.57
Civil Engineering Technician	18.23
Computer Based Training (CBT) Specialist/ Instructor	19.44
Drafter I	11.31
Drafter II	13.10
Drafter III	17.48
Drafter IV	18.28
Engineering Technician I	10.94
Engineering Technician II	12.29
Engineering Technician III	13.75
Engineering Technician IV	17.03
Engineering Technician V	20.82
Engineering Technician VI	25.20
Environmental Technician	17.13
Flight Simulator/Instructor (Pilot)	22.31
Graphic Artist	18.64
Instructor	18.94
Laboratory Technician	15.87
Mathematical Technician	18.23
Paralegal/Legal Assistant I	14.08
Paralegal/Legal Assistant II	17.46
Paralegal/Legal Assistant III	21.29
Paralegal/Legal Assistant IV	25.83
Photooptics Technician	17.21
Technical Writer	21.85
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	16.08
Weather Observer, Senior (3)	17.13
Weather Observer, Upper Air (3)	16.08

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	10.96
Parking and Lot Attendant	7.18
Shuttle Bus Driver	9.66
Taxi Driver	8.14
Truckdriver, Heavy Truck	14.69
Truckdriver, Light Truck	9.66
Truckdriver, Medium Truck	10.96
Truckdriver, Tractor-Trailer	14.69

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**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$2.15 an hour or \$86.00 a week or \$372.67 a month

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*****Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}****Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor



William W. Gross  
Director

Division of  
Wage Determinations

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2393  
Revision No.: 23  
Date of Last Revision: 05/29/2002

States: North Carolina, South Carolina

Area: North Carolina Counties of Beaufort, Bladen, Brunswick, Carteret, Columbus, Craven, Cumberland, Dare, Duplin, Greene, Harnett, Hoke, Hyde, Johnston, Jones, Lee, Lenoir, Martin, Moore, New Hanover, Onslow, Pamlico, Pender, Pitt, Richmond, Robeson, Sampson, Scotland, Tyrrell, Washington, Wayne, Wilson  
South Carolina Counties of Dillon, Horry, Marion, Marlboro

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

OCCUPATION TITLE	MINIMUM WAGE RATE
<b>Administrative Support and Clerical Occupations</b>	
Accounting Clerk I	8.82
Accounting Clerk II	11.01
Accounting Clerk III	14.00
Accounting Clerk IV	15.65
Court Reporter	11.44
Dispatcher, Motor Vehicle	13.16
Document Preparation Clerk	9.11
Duplicating Machine Operator	9.11
Film/Tape Librarian	8.99
General Clerk I	7.36
General Clerk II	8.30
General Clerk III	9.05
General Clerk IV	10.15
Housing Referral Assistant	16.50
Key Entry Operator I	8.88
Key Entry Operator II	9.67
Messenger (Courier)	6.99
Order Clerk I	9.08
Order Clerk II	9.91
Personnel Assistant (Employment) I	8.45
Personnel Assistant (Employment) II	9.49
Personnel Assistant (Employment) III	12.20
Personnel Assistant (Employment) IV	15.79
Production Control Clerk	13.60
Rental Clerk	8.90
Scheduler, Maintenance	10.23
Secretary I	9.91
Secretary II	12.74
Secretary III	16.50
Secretary IV	18.33

Secretary V	20.28
Service Order Dispatcher	9.30
Stenographer I	7.92
Stenographer II	8.90
Supply Technician	18.33
Survey Worker (Interviewer)	11.44
Switchboard Operator-Receptionist	8.77
Test Examiner	12.74
Test Proctor	12.74
Travel Clerk I	9.39
Travel Clerk II	10.03
Travel Clerk III	10.71
Word Processor I	9.11
Word Processor II	10.23
Word Processor III	13.16

**Automatic Data Processing Occupations**

Computer Data Librarian	10.81
Computer Operator I	12.11
Computer Operator II	14.55
Computer Operator III	17.66
Computer Operator IV	18.22
Computer Operator V	20.18
Computer Programmer I (1)	13.66
Computer Programmer II (1)	16.83
Computer Programmer III (1)	20.10
Computer Programmer IV (1)	22.90
Computer Systems Analyst I (1)	19.95
Computer Systems Analyst II (1)	23.88
Computer Systems Analyst III (1)	28.44
Peripheral Equipment Operator	11.25

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	17.32
Automotive Glass Installer	13.57
Automotive Worker	13.57
Electrician, Automotive	15.06
Mobile Equipment Servicer	12.09
Motor Equipment Metal Mechanic	15.06
Motor Equipment Metal Worker	13.57
Motor Vehicle Mechanic	15.06
Motor Vehicle Mechanic Helper	11.33
Motor Vehicle Upholstery Worker	13.57
Motor Vehicle Wrecker	13.57
Painter, Automotive	14.52
Radiator Repair Specialist	13.57
Tire Repairer	11.68
Transmission Repair Specialist	15.06



**Food Preparation and Service Occupations**

Baker	13.08
Cook I	11.58
Cook II	13.08
Dishwasher	8.48
Food Service Worker	8.48
Meat Cutter	13.08
Waiter/Waitress	9.32

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	16.24
Furniture Handler	10.92
Furniture Refinisher	16.24
Furniture Refinisher Helper	12.70
Furniture Repairer, Minor	14.45
Upholsterer	16.24

**General Services and Support Occupations**

Cleaner, Vehicles	8.48
Elevator Operator	8.48
Gardener	11.18
House Keeping Aid I	7.58
House Keeping Aid II	8.48
Janitor	8.48
Laborer, Grounds Maintenance	9.32
Maid or Houseman	7.58
Pest Controller	12.34
Refuse Collector	8.48
Tractor Operator	10.84
Window Cleaner	9.32

**Health Occupations**

Dental Assistant	10.99
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.84
Licensed Practical Nurse I	10.24
Licensed Practical Nurse II	11.50
Licensed Practical Nurse III	12.86
Medical Assistant	10.13
Medical Laboratory Technician	11.71
Medical Record Clerk	9.34
Medical Record Technician	12.93
Nursing Assistant I	7.67
Nursing Assistant II	8.62
Nursing Assistant III	9.40
Nursing Assistant IV	10.57
Pharmacy Technician	11.63
Phlebotomist	11.71
Registered Nurse I	15.59

Registered Nurse II	19.06
Registered Nurse II, Specialist	19.06
Registered Nurse III	23.08
Registered Nurse III, Anesthetist	23.08
Registered Nurse IV	27.66

**Information and Arts Occupations**

Audiovisual Librarian	16.46
Exhibits Specialist I	15.19
Exhibits Specialist II	18.39
Exhibits Specialist III	21.95
Illustrator I	15.19
Illustrator II	18.39
Illustrator III	21.95
Librarian	18.56
Library Technician	11.63
Photographer I	14.12
Photographer II	14.66
Photographer III	17.75
Photographer IV	21.18
Photographer V	25.64

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	6.36
Counter Attendant	6.36
Dry Cleaner	7.67
Finisher, Flatwork, Machine	6.36
Presser, Hand	6.36
Presser, Machine, Drycleaning	6.36
Presser, Machine, Shirts	6.36
Presser, Machine, Wearing Apparel, Laundry	6.36
Sewing Machine Operator	8.21
Tailor	8.77
Washer, Machine	6.83

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	17.82
Tool and Die Maker	19.55

**Material Handling and Packing Occupations**

Forklift Operator	10.45
Fuel Distribution System Operator	10.39
Material Coordinator	12.28
Material Expediter	12.28
Material Handling Laborer	8.28
Order Filler	9.06
Production Line Worker (Food Processing)	10.46
Shipping Packer	9.56
Shipping/Receiving Clerk	9.60

Stock Clerk (Shelf Stocker; Store Worker II)	13.07
Store Worker I	9.35
Tools and Parts Attendant	10.82
Warehouse Specialist	10.82

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	17.10
Aircraft Mechanic Helper	12.70
Aircraft Quality Control Inspector	18.00
Aircraft Servicer	14.45
Aircraft Worker	15.34
Appliance Mechanic	16.24
Bicycle Repairer	13.11
Cable Splicer	17.10
Carpenter, Maintenance	16.24
Carpet Layer	15.34
Electrician, Maintenance	19.77
Electronics Technician, Maintenance I	17.95
Electronics Technician, Maintenance II	19.95
Electronics Technician, Maintenance III	20.84
Fabric Worker	14.46
Fire Alarm System Mechanic	17.10
Fire Extinguisher Repairer	13.57
Fuel Distribution System Mechanic	17.10
General Maintenance Worker	15.34
Heating, Refrigeration and Air Conditioning Mechanic	17.10
Heavy Equipment Mechanic	17.10
Heavy Equipment Operator	14.33
Instrument Mechanic	17.10
Laborer	9.64
Locksmith	16.24
Machinery Maintenance Mechanic	16.61
Machinist, Maintenance	16.69
Maintenance Trades Helper	12.70
Millwright	17.10
Office Appliance Repairer	16.24
Painter, Aircraft	16.24
Painter, Maintenance	16.24
Pipefitter, Maintenance	17.10
Plumber, Maintenance	16.24
Pneudraulic Systems Mechanic	17.10
Rigger	17.10
Scale Mechanic	15.34
Sheet-Metal Worker, Maintenance	17.10
Small Engine Mechanic	15.34
Telecommunication Mechanic I	17.10
Telecommunication Mechanic II	18.00
Telephone Lineman	17.10
Welder, Combination, Maintenance	17.10

Well Driller	17.10
Woodcraft Worker	17.10
Woodworker	13.57
<b>Miscellaneous Occupations</b>	
Animal Caretaker	10.07
Carnival Equipment Operator	10.84
Carnival Equipment Repairer	11.58
Carnival Worker	8.48
Cashier	7.30
Desk Clerk	8.94
Embalmer	17.39
Lifeguard	9.42
Mortician	16.43
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.39
Recreation Specialist	12.39
Recycling Worker	10.84
Sales Clerk	9.44
School Crossing Guard (Crosswalk Attendant)	8.48
Sport Official	7.97
Survey Party Chief (Chief of Party)	16.86
Surveying Aide	9.96
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.64
Swimming Pool Operator	14.23
Vending Machine Attendant	11.80
Vending Machine Repairer	14.23
Vending Machine Repairer Helper	11.80
<b>Personal Needs Occupations</b>	
Child Care Attendant	8.94
Child Care Center Clerk	11.56
Chore Aid	8.55
Homemaker	13.98
<b>Plant and System Operation Occupations</b>	
Boiler Tender	18.06
Sewage Plant Operator	17.86
Stationary Engineer	18.81
Ventilation Equipment Tender	12.70
Water Treatment Plant Operator	16.24
<b>Protective Service Occupations</b>	
Alarm Monitor	10.41
Corrections Officer	13.06
Court Security Officer	13.06
Detention Officer	13.06
Firefighter	12.75
Guard I	7.73

Guard II	13.17
Police Officer	14.75

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	12.85
Hatch Tender	12.85
Line Handler	12.85
Stevedore I	11.05
Stevedore II	12.43

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	13.54
Archeological Technician II	15.22
Archeological Technician III	18.39
Cartographic Technician	19.10
Civil Engineering Technician	16.72
Computer Based Training (CBT) Specialist/ Instructor	20.72
Drafter I	11.96
Drafter II	14.63
Drafter III	15.19
Drafter IV	18.39
Engineering Technician I	12.28
Engineering Technician II	15.03
Engineering Technician III	15.60
Engineering Technician IV	18.89
Engineering Technician V	23.62
Engineering Technician VI	28.57
Environmental Technician	17.75
Flight Simulator/Instructor (Pilot)	23.88
Graphic Artist	18.14
Instructor	18.88
Laboratory Technician	15.37
Mathematical Technician	18.39
Paralegal/Legal Assistant I	12.75
Paralegal/Legal Assistant II	18.34
Paralegal/Legal Assistant III	22.43
Paralegal/Legal Assistant IV	28.38
Photooptics Technician	17.75
Technical Writer	21.74
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	15.59
Weather Observer, Senior (3)	17.37

Weather Observer, Upper Air (3) 15.59

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	9.79
Parking and Lot Attendant	6.72
Shuttle Bus Driver	9.19
Taxi Driver	7.80
Truckdriver, Heavy Truck	12.40
Truckdriver, Light Truck	9.19
Truckdriver, Medium Truck	9.79
Truckdriver, Tractor-Trailer	12.40

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$2.15 an hour or \$86.00 a week or \$372.67 a month

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A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance,

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**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))**

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REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor



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Division of  
Wage Determinations

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2473  
Revision No.: 26  
Date of Last Revision: 05/29/2002

State: South Carolina

Area: South Carolina Counties of Beaufort, Berkeley, Charleston, Colleton, Dorchester, Georgetown,  
Williamsburg

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

OCCUPATION TITLE	MINIMUM WAGE RATE
<b>Administrative Support and Clerical Occupations</b>	
Accounting Clerk I	9.22
Accounting Clerk II	10.47
Accounting Clerk III	12.46
Accounting Clerk IV	13.97
Court Reporter	12.93
Dispatcher, Motor Vehicle	14.17
Document Preparation Clerk	9.69
Duplicating Machine Operator	9.81
Film/Tape Librarian	11.01
General Clerk I	8.20
General Clerk II	9.21
General Clerk III	10.04
General Clerk IV	11.30
Housing Referral Assistant	17.42
Key Entry Operator I	9.30
Key Entry Operator II	10.57
Messenger (Courier)	7.76
Order Clerk I	8.89
Order Clerk II	11.12
Personnel Assistant (Employment) I	8.83
Personnel Assistant (Employment) II	9.93
Personnel Assistant (Employment) III	12.46
Personnel Assistant (Employment) IV	14.01
Production Control Clerk	13.97
Rental Clerk	10.02
Scheduler, Maintenance	12.18
Secretary I	12.18
Secretary II	13.68
Secretary III	17.42
Secretary IV	17.78
Secretary V	19.54
Service Order Dispatcher	12.59

Stenographer I	11.98
Stenographer II	12.38
Supply Technician	13.76
Survey Worker (Interviewer)	12.39
Switchboard Operator-Receptionist	8.81
Test Examiner	13.68
Test Proctor	13.68
Travel Clerk I	9.15
Travel Clerk II	9.75
Travel Clerk III	10.43
Word Processor I	8.43
Word Processor II	10.52
Word Processor III	11.76

**Automatic Data Processing Occupations**

Computer Data Librarian	8.77
Computer Operator I	8.80
Computer Operator II	11.17
Computer Operator III	14.49
Computer Operator IV	16.11
Computer Operator V	17.83
Computer Programmer I (1)	14.88
Computer Programmer II (1)	18.41
Computer Programmer III (1)	23.48
Computer Programmer IV (1)	25.66
Computer Systems Analyst I (1)	23.30
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	10.65

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	16.13
Automotive Glass Installer	14.51
Automotive Worker	15.71
Electrician, Automotive	15.24
Mobile Equipment Servicer	13.07
Motor Equipment Metal Mechanic	17.27
Motor Equipment Metal Worker	15.71
Motor Vehicle Mechanic	17.27
Motor Vehicle Mechanic Helper	12.37
Motor Vehicle Upholstery Worker	14.94
Motor Vehicle Wrecker	15.71
Painter, Automotive	15.24
Radiator Repair Specialist	15.71
Tire Repairer	11.58
Transmission Repair Specialist	17.27

**Food Preparation and Service Occupations**

Baker	8.69
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Cook I	7.91
Cook II	9.12
Dishwasher	6.66
Food Service Worker	7.61
Meat Cutter	10.14
Waiter/Waitress	6.33

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	13.96
Furniture Handler	10.72
Furniture Refinisher	13.97
Furniture Refinisher Helper	11.34
Furniture Repairer, Minor	12.66
Upholsterer	13.97

**General Services and Support Occupations**

Cleaner, Vehicles	7.31
Elevator Operator	6.67
Gardener	9.85
House Keeping Aid I	6.61
House Keeping Aid II	7.96
Janitor	7.55
Laborer, Grounds Maintenance	8.22
Maid or Houseman	6.61
Pest Controller	10.38
Refuse Collector	8.02
Tractor Operator	9.28
Window Cleaner	8.22

**Health Occupations**

Dental Assistant	12.29
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.36
Licensed Practical Nurse I	11.58
Licensed Practical Nurse II	12.99
Licensed Practical Nurse III	14.53
Medical Assistant	9.72
Medical Laboratory Technician	14.15
Medical Record Clerk	11.32
Medical Record Technician	13.47
Nursing Assistant I	7.05
Nursing Assistant II	7.24
Nursing Assistant III	7.91
Nursing Assistant IV	8.86
Pharmacy Technician	12.11
Phlebotomist	11.62
Registered Nurse I	16.25
Registered Nurse II	19.88
Registered Nurse II, Specialist	19.88
Registered Nurse III	24.04

Registered Nurse III, Anesthetist	24.04
Registered Nurse IV	28.83

**Information and Arts Occupations**

Audiovisual Librarian	14.52
Exhibits Specialist I	14.17
Exhibits Specialist II	18.00
Exhibits Specialist III	21.45
Illustrator I	14.17
Illustrator II	18.00
Illustrator III	21.45
Librarian	18.16
Library Technician	12.39
Photographer I	11.52
Photographer II	12.88
Photographer III	16.36
Photographer IV	19.50
Photographer V	23.60

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	7.16
Counter Attendant	7.16
Dry Cleaner	7.46
Finisher, Flatwork, Machine	7.16
Presser, Hand	7.16
Presser, Machine, Drycleaning	7.16
Presser, Machine, Shirts	7.16
Presser, Machine, Wearing Apparel, Laundry	7.16
Sewing Machine Operator	8.66
Tailor	9.50
Washer, Machine	7.44

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	16.05
Tool and Die Maker	19.17

**Material Handling and Packing Occupations**

Forklift Operator	11.32
Fuel Distribution System Operator	12.70
Material Coordinator	12.73
Material Expediter	12.73
Material Handling Laborer	9.53
Order Filler	10.97
Production Line Worker (Food Processing)	10.82
Shipping Packer	10.78
Shipping/Receiving Clerk	11.78
Stock Clerk (Shelf Stocker; Store Worker II)	11.98
Store Worker I	9.54
Tools and Parts Attendant	10.76

Warehouse Specialist	11.88
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**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	15.06
Aircraft Mechanic Helper	11.33
Aircraft Quality Control Inspector	15.28
Aircraft Servicer	12.65
Aircraft Worker	13.30
Appliance Mechanic	15.08
Bicycle Repairer	11.58
Cable Splicer	17.44
Carpenter, Maintenance	13.96
Carpet Layer	13.30
Electrician, Maintenance	16.81
Electronics Technician, Maintenance I	15.52
Electronics Technician, Maintenance II	17.67
Electronics Technician, Maintenance III	20.58
Fabric Worker	12.65
Fire Alarm System Mechanic	14.69
Fire Extinguisher Repairer	12.00
Fuel Distribution System Mechanic	14.69
General Maintenance Worker	12.58
Heating, Refrigeration and Air Conditioning Mechanic	14.90
Heavy Equipment Mechanic	16.81
Heavy Equipment Operator	16.81
Instrument Mechanic	19.34
Laborer	8.17
Locksmith	13.97
Machinery Maintenance Mechanic	18.72
Machinist, Maintenance	14.62
Maintenance Trades Helper	11.33
Millwright	16.84
Office Appliance Repairer	14.58
Painter, Aircraft	15.24
Painter, Maintenance	13.96
Pipefitter, Maintenance	14.62
Plumber, Maintenance	13.97
Pneudraulic Systems Mechanic	14.69
Rigger	14.62
Scale Mechanic	13.30
Sheet-Metal Worker, Maintenance	14.62
Small Engine Mechanic	13.30
Telecommunication Mechanic I	14.62
Telecommunication Mechanic II	15.28
Telephone Lineman	14.69
Welder, Combination, Maintenance	14.62
Well Driller	14.69
Woodcraft Worker	14.62
Woodworker	12.64

**Miscellaneous Occupations**

Animal Caretaker	6.90
Carnival Equipment Operator	8.96
Carnival Equipment Repairer	9.51
Carnival Worker	7.29
Cashier	6.29
Desk Clerk	7.83
Embalmer	18.84
Lifeguard	8.23
Mortician	18.84
Park Attendant (Aide)	9.81
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.15
Recreation Specialist	13.40
Recycling Worker	9.70
Sales Clerk	8.23
School Crossing Guard (Crosswalk Attendant)	6.07
Sport Official	7.15
Survey Party Chief (Chief of Party)	9.31
Surveying Aide	7.76
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	8.46
Swimming Pool Operator	9.26
Vending Machine Attendant	6.48
Vending Machine Repairer	8.51
Vending Machine Repairer Helper	7.00

**Personal Needs Occupations**

Child Care Attendant	6.63
Child Care Center Clerk	8.27
Chore Aid	6.86
Homemaker	9.36

**Plant and System Operation Occupations**

Boiler Tender	14.69
Sewage Plant Operator	14.89
Stationary Engineer	14.69
Ventilation Equipment Tender	11.48
Water Treatment Plant Operator	14.82

**Protective Service Occupations**

Alarm Monitor	10.51
Corrections Officer	12.45
Court Security Officer	12.45
Detention Officer	12.45
Firefighter	11.87
Guard I	7.53
Guard II	11.23
Police Officer	14.94

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	12.73
Hatch Tender	13.31
Line Handler	13.31
Stevedore I	10.99
Stevedore II	13.34

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	16.19
Archeological Technician II	18.14
Archeological Technician III	22.45
Cartographic Technician	23.76
Civil Engineering Technician	18.50
Computer Based Training (CBT) Specialist/ Instructor	21.45
Drafter I	14.38
Drafter II	17.33
Drafter III	18.04
Drafter IV	22.94
Engineering Technician I	12.40
Engineering Technician II	13.92
Engineering Technician III	17.35
Engineering Technician IV	21.65
Engineering Technician V	23.57
Engineering Technician VI	28.50
Environmental Technician	21.27
Flight Simulator/Instructor (Pilot)	27.62
Graphic Artist	19.13
Instructor	16.89
Laboratory Technician	18.16
Mathematical Technician	20.35
Paralegal/Legal Assistant I	14.65
Paralegal/Legal Assistant II	15.45
Paralegal/Legal Assistant III	18.88
Paralegal/Legal Assistant IV	22.86
Photooptics Technician	18.75
Technical Writer	21.30
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	15.69
Weather Observer, Senior (3)	17.44
Weather Observer, Upper Air (3)	15.69

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	11.80
Parking and Lot Attendant	7.98
Shuttle Bus Driver	11.11
Taxi Driver	10.49
Truckdriver, Heavy Truck	15.71
Truckdriver, Light Truck	12.30
Truckdriver, Medium Truck	12.98
Truckdriver, Tractor-Trailer	15.71

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$2.15 an hour or \$86.00 a week or \$372.67 a month

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.



**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2475  
Revision No.: 19  
Date of Last Revision: 06/07/2002

State: South Carolina

Area: South Carolina Counties of Calhoun, Chester, Clarendon, Fairfield, Kershaw, Lexington, Newberry, Orangeburg, Richland, Saluda, Sumter

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

OCCUPATION TITLE	MINIMUM WAGE RATE
<b>Administrative Support and Clerical Occupations</b>	
Accounting Clerk I	8.36
Accounting Clerk II	10.40
Accounting Clerk III	13.02
Accounting Clerk IV	14.56
Court Reporter	12.95
Dispatcher, Motor Vehicle	13.39
Document Preparation Clerk	9.41
Duplicating Machine Operator	9.41
Film/Tape Librarian	8.90
General Clerk I	9.12
General Clerk II	10.27
General Clerk III	10.91
General Clerk IV	12.58
Housing Referral Assistant	14.59
Key Entry Operator I	9.59
Key Entry Operator II	9.71
Messenger (Courier)	7.73
Order Clerk I	9.50
Order Clerk II	11.79
Personnel Assistant (Employment) I	9.49
Personnel Assistant (Employment) II	10.65
Personnel Assistant (Employment) III	12.50
Personnel Assistant (Employment) IV	14.27
Production Control Clerk	13.36
Rental Clerk	11.19
Scheduler, Maintenance	11.19
Secretary I	11.19
Secretary II	12.78
Secretary III	14.59
Secretary IV	18.38
Secretary V	20.36
Service Order Dispatcher	11.73

Stenographer I	10.11
Stenographer II	11.33
Supply Technician	14.68
Survey Worker (Interviewer)	10.75
Switchboard Operator-Receptionist	8.99
Test Examiner	12.78
Test Proctor	12.78
Travel Clerk I	8.64
Travel Clerk II	9.20
Travel Clerk III	9.79
Word Processor I	8.64
Word Processor II	9.70
Word Processor III	10.87

**Automatic Data Processing Occupations**

Computer Data Librarian	9.08
Computer Operator I	9.91
Computer Operator II	12.02
Computer Operator III	14.89
Computer Operator IV	16.57
Computer Operator V	18.33
Computer Programmer I (1)	16.04
Computer Programmer II (1)	19.88
Computer Programmer III (1)	24.31
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	23.20
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.96

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	15.12
Automotive Glass Installer	13.44
Automotive Worker	13.44
Electrician, Automotive	14.28
Mobile Equipment Servicer	11.67
Motor Equipment Metal Mechanic	15.12
Motor Equipment Metal Worker	13.44
Motor Vehicle Mechanic	15.12
Motor Vehicle Mechanic Helper	10.83
Motor Vehicle Upholstery Worker	12.54
Motor Vehicle Wrecker	13.44
Painter, Automotive	14.28
Radiator Repair Specialist	13.44
Tire Repairer	11.28
Transmission Repair Specialist	15.12

**Food Preparation and Service Occupations**

Baker	8.60
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Cook I	7.76
Cook II	8.92
Dishwasher	6.89
Food Service Worker	6.73
Meat Cutter	10.73
Waiter/Waitress	6.33

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	14.28
Furniture Handler	9.09
Furniture Refinisher	14.28
Furniture Refinisher Helper	10.76
Furniture Repairer, Minor	12.54
Upholsterer	14.28

**General Services and Support Occupations**

Cleaner, Vehicles	7.31
Elevator Operator	6.44
Gardener	8.74
House Keeping Aid I	7.00
House Keeping Aid II	7.05
Janitor	7.40
Laborer, Grounds Maintenance	7.43
Maid or Houseman	7.00
Pest Controller	8.17
Refuse Collector	7.40
Tractor Operator	8.11
Window Cleaner	6.91

**Health Occupations**

Dental Assistant	11.96
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.52
Licensed Practical Nurse I	10.55
Licensed Practical Nurse II	11.85
Licensed Practical Nurse III	13.25
Medical Assistant	10.31
Medical Laboratory Technician	12.40
Medical Record Clerk	10.77
Medical Record Technician	12.98
Nursing Assistant I	7.76
Nursing Assistant II	8.73
Nursing Assistant III	9.51
Nursing Assistant IV	10.69
Pharmacy Technician	11.67
Phlebotomist	12.11
Registered Nurse I	16.62
Registered Nurse II	20.48
Registered Nurse II, Specialist	20.48
Registered Nurse III	24.76

Registered Nurse III, Anesthetist  
Registered Nurse IV

24.76  
29.70

#### **Information and Arts Occupations**

Audiovisual Librarian	17.62
Exhibits Specialist I	13.98
Exhibits Specialist II	17.24
Exhibits Specialist III	21.80
Illustrator I	13.98
Illustrator II	17.24
Illustrator III	21.80
Librarian	19.04
Library Technician	13.39
Photographer I	12.33
Photographer II	13.41
Photographer III	16.52
Photographer IV	20.90
Photographer V	24.04

#### **Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	6.67
Counter Attendant	6.67
Dry Cleaner	8.23
Finisher, Flatwork, Machine	6.67
Presser, Hand	6.67
Presser, Machine, Drycleaning	6.67
Presser, Machine, Shirts	6.67
Presser, Machine, Wearing Apparel, Laundry	6.67
Sewing Machine Operator	8.69
Tailor	9.25
Washer, Machine	7.22

#### **Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	20.11
Tool and Die Maker	19.40

#### **Material Handling and Packing Occupations**

Forklift Operator	12.19
Fuel Distribution System Operator	11.67
Material Coordinator	13.78
Material Expediter	13.78
Material Handling Laborer	10.89
Order Filler	9.38
Production Line Worker (Food Processing)	10.83
Shipping Packer	11.36
Shipping/Receiving Clerk	11.36
Stock Clerk (Shelf Stocker; Store Worker II)	10.67
Store Worker I	8.74
Tools and Parts Attendant	12.19

Warehouse Specialist	12.19
<b>Mechanics and Maintenance and Repair Occupations</b>	
Aircraft Mechanic	18.07
Aircraft Mechanic Helper	12.30
Aircraft Quality Control Inspector	18.16
Aircraft Servicer	14.25
Aircraft Worker	15.28
Appliance Mechanic	14.28
Bicycle Repairer	11.28
Cable Splicer	17.20
Carpenter, Maintenance	16.02
Carpet Layer	13.44
Electrician, Maintenance	16.03
Electronics Technician, Maintenance I	14.37
Electronics Technician, Maintenance II	18.04
Electronics Technician, Maintenance III	18.59
Fabric Worker	12.54
Fire Alarm System Mechanic	15.12
Fire Extinguisher Repairer	11.67
Fuel Distribution System Mechanic	15.12
General Maintenance Worker	13.44
Heating, Refrigeration and Air Conditioning Mechanic	15.12
Heavy Equipment Mechanic	15.23
Heavy Equipment Operator	15.12
Instrument Mechanic	15.12
Laborer	7.76
Locksmith	15.02
Machinery Maintenance Mechanic	15.61
Machinist, Maintenance	15.56
Maintenance Trades Helper	10.83
Millwright	16.61
Office Appliance Repairer	14.28
Painter, Aircraft	14.28
Painter, Maintenance	15.12
Pipefitter, Maintenance	14.28
Plumber, Maintenance	15.12
Pneudraulic Systems Mechanic	16.04
Rigger	13.44
Scale Mechanic	15.12
Sheet-Metal Worker, Maintenance	13.44
Small Engine Mechanic	15.63
Telecommunication Mechanic I	16.53
Telecommunication Mechanic II	15.12
Telephone Lineman	15.12
Welder, Combination, Maintenance	15.12
Well Driller	15.12
Woodcraft Worker	11.67
Woodworker	

**Miscellaneous Occupations**

Animal Caretaker	7.45
Carnival Equipment Operator	8.33
Carnival Equipment Repairer	8.97
Carnival Worker	7.24
Cashier	7.57
Desk Clerk	9.27
Embalmer	17.47
Lifeguard	9.42
Mortician	17.47
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.50
Recreation Specialist	12.88
Recycling Worker	8.52
Sales Clerk	10.00
School Crossing Guard (Crosswalk Attendant)	7.76
Sport Official	9.42
Survey Party Chief (Chief of Party)	14.29
Surveying Aide	9.48
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.99
Swimming Pool Operator	11.07
Vending Machine Attendant	8.92
Vending Machine Repairer	11.07
Vending Machine Repairer Helper	8.92

**Personal Needs Occupations**

Child Care Attendant	9.27
Child Care Center Clerk	14.54
Chore Aid	6.74
Homemaker	14.80

**Plant and System Operation Occupations**

Boiler Tender	15.12
Sewage Plant Operator	14.28
Stationary Engineer	15.12
Ventilation Equipment Tender	10.83
Water Treatment Plant Operator	15.71

**Protective Service Occupations**

Alarm Monitor	10.57
Corrections Officer	13.37
Court Security Officer	13.46
Detention Officer	13.37
Firefighter	13.87
Guard I	8.18
Guard II	12.12
Police Officer	15.00



**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	12.61
Hatch Tender	12.61
Line Handler	12.61
Stevedore I	11.91
Stevedore II	12.89

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	11.79
Archeological Technician II	13.25
Archeological Technician III	16.37
Cartographic Technician	16.57
Civil Engineering Technician	15.02
Computer Based Training (CBT) Specialist/ Instructor	18.68
Drafter I	12.11
Drafter II	13.98
Drafter III	15.20
Drafter IV	18.73
Engineering Technician I	12.75
Engineering Technician II	14.72
Engineering Technician III	16.01
Engineering Technician IV	19.72
Engineering Technician V	24.95
Engineering Technician VI	28.70
Environmental Technician	17.45
Flight Simulator/Instructor (Pilot)	24.31
Graphic Artist	15.95
Instructor	15.11
Laboratory Technician	15.69
Mathematical Technician	16.52
Paralegal/Legal Assistant I	12.09
Paralegal/Legal Assistant II	14.85
Paralegal/Legal Assistant III	15.80
Paralegal/Legal Assistant IV	19.10
Photooptics Technician	19.00
Technical Writer	22.63
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	13.51
Weather Observer, Senior (3)	15.03
Weather Observer, Upper Air (3)	13.51

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	11.76
Parking and Lot Attendant	7.07
Shuttle Bus Driver	10.01
Taxi Driver	8.43
Truckdriver, Heavy Truck	14.80
Truckdriver, Light Truck	11.14
Truckdriver, Medium Truck	11.97
Truckdriver, Tractor-Trailer	14.80

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**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$2.15 an hour or \$86.00 a week or \$372.67 a month

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2477  
Revision No.: 17  
Date of Last Revision: 05/28/2002

State: South Carolina

Area: South Carolina Counties of Darlington, Florence, Lee

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

OCCUPATION TITLE	MINIMUM WAGE RATE
<b>Administrative Support and Clerical Occupations</b>	
Accounting Clerk I	7.66
Accounting Clerk II	8.63
Accounting Clerk III	9.33
Accounting Clerk IV	10.95
Court Reporter	11.50
Dispatcher, Motor Vehicle	11.48
Document Preparation Clerk	9.14
Duplicating Machine Operator	9.14
Film/Tape Librarian	9.94
General Clerk I	7.82
General Clerk II	8.80
General Clerk III	9.61
General Clerk IV	10.78
Housing Referral Assistant	12.63
Key Entry Operator I	7.53
Key Entry Operator II	9.39
Messenger (Courier)	8.26
Order Clerk I	8.17
Order Clerk II	11.26
Personnel Assistant (Employment) I	10.04
Personnel Assistant (Employment) II	11.28
Personnel Assistant (Employment) III	12.33
Personnel Assistant (Employment) IV	13.82
Production Control Clerk	12.66
Rental Clerk	9.65
Scheduler, Maintenance	9.89
Secretary I	10.26
Secretary II	11.88
Secretary III	12.63
Secretary IV	14.53
Secretary V	16.64
Service Order Dispatcher	10.26
Stenographer I	12.03

Stenographer II	13.80
Supply Technician	11.76
Survey Worker (Interviewer)	11.50
Switchboard Operator-Receptionist	8.04
Test Examiner	11.88
Test Proctor	11.88
Travel Clerk I	8.96
Travel Clerk II	9.54
Travel Clerk III	10.15
Word Processor I	10.19
Word Processor II	11.43
Word Processor III	12.79

**Automatic Data Processing Occupations**

Computer Data Librarian	8.58
Computer Operator I	11.16
Computer Operator II	13.44
Computer Operator III	16.09
Computer Operator IV	17.68
Computer Operator V	19.57
Computer Programmer I (1)	16.19
Computer Programmer II (1)	20.02
Computer Programmer III (1)	23.03
Computer Programmer IV (1)	27.44
Computer Systems Analyst I (1)	16.08
Computer Systems Analyst II (1)	19.08
Computer Systems Analyst III (1)	21.93
Peripheral Equipment Operator	7.67

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	13.02
Automotive Glass Installer	11.22
Automotive Worker	11.22
Electrician, Automotive	12.36
Mobile Equipment Servicer	9.72
Motor Equipment Metal Mechanic	12.62
Motor Equipment Metal Worker	11.22
Motor Vehicle Mechanic	12.62
Motor Vehicle Mechanic Helper	9.09
Motor Vehicle Upholstery Worker	11.01
Motor Vehicle Wrecker	11.22
Painter, Automotive	11.68
Radiator Repair Specialist	11.22
Tire Repairer	7.51
Transmission Repair Specialist	12.62

**Food Preparation and Service Occupations**

Baker	11.40
Cook I	9.25

Cook II	10.65
Dishwasher	6.53
Food Service Worker	7.49
Meat Cutter	10.65
Waiter/Waitress	7.17

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	12.50
Furniture Handler	7.95
Furniture Refinisher	12.50
Furniture Refinisher Helper	9.45
Furniture Repairer, Minor	10.96
Upholsterer	12.50

**General Services and Support Occupations**

Cleaner, Vehicles	7.40
Elevator Operator	7.45
Gardener	10.64
House Keeping Aid I	6.65
House Keeping Aid II	7.35
Janitor	7.45
Laborer, Grounds Maintenance	8.26
Maid or Houseman	6.44
Pest Controller	12.34
Refuse Collector	7.49
Tractor Operator	9.88
Window Cleaner	8.21

**Health Occupations**

Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.84
Licensed Practical Nurse I	10.85
Licensed Practical Nurse II	12.17
Licensed Practical Nurse III	13.63
Medical Assistant	11.24
Medical Laboratory Technician	12.93
Medical Record Clerk	10.89
Medical Record Technician	14.66
Nursing Assistant I	7.67
Nursing Assistant II	8.62
Nursing Assistant III	9.41
Nursing Assistant IV	10.55
Pharmacy Technician	12.19
Phlebotomist	12.51
Registered Nurse I	17.31
Registered Nurse II	21.20
Registered Nurse II, Specialist	21.20
Registered Nurse III	25.64
Registered Nurse III, Anesthetist	25.64

Registered Nurse IV	30.71
<b>Information and Arts Occupations</b>	
Audiovisual Librarian	18.39
Exhibits Specialist I	15.10
Exhibits Specialist II	18.71
Exhibits Specialist III	22.49
Illustrator I	15.10
Illustrator II	18.71
Illustrator III	22.49
Librarian	18.21
Library Technician	12.90
Photographer I	13.50
Photographer II	15.10
Photographer III	18.71
Photographer IV	22.49
Photographer V	27.69
<b>Laundry, Dry Cleaning, Pressing and Related Occupations</b>	
Assembler	6.90
Counter Attendant	6.90
Dry Cleaner	7.93
Finisher, Flatwork, Machine	6.90
Presser, Hand	6.90
Presser, Machine, Drycleaning	6.90
Presser, Machine, Shirts	6.90
Presser, Machine, Wearing Apparel, Laundry	6.90
Sewing Machine Operator	8.37
Tailor	9.25
Washer, Machine	7.47
<b>Machine Tool Operation and Repair Occupations</b>	
Machine-Tool Operator (Toolroom)	10.99
Tool and Die Maker	15.61
<b>Material Handling and Packing Occupations</b>	
Forklift Operator	11.18
Fuel Distribution System Operator	10.20
Material Coordinator	12.78
Material Expediter	8.44
Material Handling Laborer	9.83
Order Filler	8.64
Production Line Worker (Food Processing)	8.18
Shipping Packer	9.89
Shipping/Receiving Clerk	10.29
Stock Clerk (Shelf Stocker; Store Worker II)	10.67
Store Worker I	8.07
Tools and Parts Attendant	9.58
Warehouse Specialist	8.18



**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	13.22
Aircraft Mechanic Helper	9.45
Aircraft Quality Control Inspector	13.99
Aircraft Servicer	10.96
Aircraft Worker	11.75
Appliance Mechanic	10.99
Bicycle Repairer	8.68
Cable Splicer	13.22
Carpenter, Maintenance	11.65
Carpet Layer	11.75
Electrician, Maintenance	13.37
Electronics Technician, Maintenance I	16.75
Electronics Technician, Maintenance II	17.83
Electronics Technician, Maintenance III	18.38
Fabric Worker	10.96
Fire Alarm System Mechanic	13.37
Fire Extinguisher Repairer	10.33
Fuel Distribution System Mechanic	13.37
General Maintenance Worker	12.71
Heating, Refrigeration and Air Conditioning Mechanic	12.84
Heavy Equipment Mechanic	13.06
Heavy Equipment Operator	11.59
Instrument Mechanic	13.22
Laborer	7.97
Locksmith	12.50
Machinery Maintenance Mechanic	15.38
Machinist, Maintenance	12.04
Maintenance Trades Helper	9.09
Millwright	13.22
Office Appliance Repairer	12.50
Painter, Aircraft	12.50
Painter, Maintenance	10.99
Pipefitter, Maintenance	13.97
Plumber, Maintenance	12.64
Pneudraulic Systems Mechanic	13.37
Rigger	13.37
Scale Mechanic	11.89
Sheet-Metal Worker, Maintenance	13.37
Small Engine Mechanic	11.75
Telecommunication Mechanic I	12.20
Telecommunication Mechanic II	12.91
Telephone Lineman	13.22
Welder, Combination, Maintenance	13.37
Well Driller	13.22
Woodcraft Worker	13.22
Woodworker	9.53

**Miscellaneous Occupations**

Animal Caretaker	7.88
Carnival Equipment Operator	9.01
Carnival Equipment Repairer	9.71
Carnival Worker	6.83
Cashier	6.47
Desk Clerk	7.71
Embalmer	17.93
Lifeguard	9.09
Mortician	17.93
Park Attendant (Aide)	11.42
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.90
Recreation Specialist	12.29
Recycling Worker	11.34
Sales Clerk	9.09
School Crossing Guard (Crosswalk Attendant)	7.49
Sport Official	9.09
Survey Party Chief (Chief of Party)	10.64
Surveying Aide	9.92
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	7.23
Swimming Pool Operator	13.62
Vending Machine Attendant	10.96
Vending Machine Repairer	13.62
Vending Machine Repairer Helper	10.96

**Personal Needs Occupations**

Child Care Attendant	7.71
Child Care Center Clerk	9.63
Chore Aid	6.02
Homemaker	10.69

**Plant and System Operation Occupations**

Boiler Tender	13.22
Sewage Plant Operator	12.64
Stationary Engineer	13.22
Ventilation Equipment Tender	9.48
Water Treatment Plant Operator	12.64

**Protective Service Occupations**

Alarm Monitor	11.18
Corrections Officer	12.46
Court Security Officer	12.46
Detention Officer	12.46
Firefighter	12.46
Guard I	8.83
Guard II	12.86
Police Officer	14.75

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	9.32
Hatch Tender	9.32
Line Handler	9.32
Stevedore I	7.97
Stevedore II	9.74

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
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Archeological Technician I	12.61
Archeological Technician II	14.18
Archeological Technician III	17.51
Cartographic Technician	17.68
Civil Engineering Technician	19.79
Computer Based Training (CBT) Specialist/ Instructor	18.91
Drafter I	11.05
Drafter II	14.53
Drafter III	16.25
Drafter IV	20.14
Engineering Technician I	15.05
Engineering Technician II	16.87
Engineering Technician III	18.91
Engineering Technician IV	23.40
Engineering Technician V	28.63
Engineering Technician VI	34.62
Environmental Technician	20.14
Flight Simulator/Instructor (Pilot)	20.94
Graphic Artist	15.32
Instructor	16.58
Laboratory Technician	13.58
Mathematical Technician	20.14
Paralegal/Legal Assistant I	12.22
Paralegal/Legal Assistant II	14.06
Paralegal/Legal Assistant III	17.16
Paralegal/Legal Assistant IV	20.82
Photooptics Technician	21.71
Technical Writer	23.66
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	14.92
Weather Observer, Senior (3)	16.57
Weather Observer, Upper Air (3)	14.92

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	8.97
Parking and Lot Attendant	6.92
Shuttle Bus Driver	9.90
Taxi Driver	8.29
Truckdriver, Heavy Truck	12.35
Truckdriver, Light Truck	10.36
Truckdriver, Medium Truck	10.79
Truckdriver, Tractor-Trailer	12.35

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$2.15 an hour or \$86.00 a week or \$372.67 a month

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of nine paid holidays per year: New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*****Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}****Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2479  
Revision No.: 20  
Date of Last Revision: 06/05/2002

State: South Carolina

Area: South Carolina Counties of Abbeville, Anderson, Cherokee, Greenville, Greenwood, Laurens, Oconee, Pickens, Spartanburg, Union

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

OCCUPATION TITLE	MINIMUM WAGE RATE
<b>Administrative Support and Clerical Occupations</b>	
Accounting Clerk I	9.97
Accounting Clerk II	10.88
Accounting Clerk III	13.12
Accounting Clerk IV	16.63
Court Reporter	14.18
Dispatcher, Motor Vehicle	13.83
Document Preparation Clerk	11.52
Duplicating Machine Operator	11.52
Film/Tape Librarian	9.18
General Clerk I	7.64
General Clerk II	8.59
General Clerk III	10.62
General Clerk IV	11.92
Housing Referral Assistant	16.09
Key Entry Operator I	9.85
Key Entry Operator II	10.74
Messenger (Courier)	8.30
Order Clerk I	10.41
Order Clerk II	12.17
Personnel Assistant (Employment) I	10.35
Personnel Assistant (Employment) II	11.62
Personnel Assistant (Employment) III	14.20
Personnel Assistant (Employment) IV	16.12
Production Control Clerk	15.04
Rental Clerk	9.41
Scheduler, Maintenance	11.60
Secretary I	11.60
Secretary II	14.18
Secretary III	16.09
Secretary IV	19.33
Secretary V	21.40
Service Order Dispatcher	11.31

Stenographer I	11.91
Stenographer II	13.38
Supply Technician	19.33
Survey Worker (Interviewer)	11.23
Switchboard Operator-Receptionist	9.76
Test Examiner	14.18
Test Proctor	14.18
Travel Clerk I	9.49
Travel Clerk II	10.11
Travel Clerk III	10.76
Word Processor I	9.54
Word Processor II	11.02
Word Processor III	14.20

**Automatic Data Processing Occupations**

Computer Data Librarian	8.67
Computer Operator I	11.50
Computer Operator II	12.87
Computer Operator III	16.26
Computer Operator IV	18.07
Computer Operator V	20.02
Computer Programmer I (1)	13.73
Computer Programmer II (1)	18.59
Computer Programmer III (1)	21.02
Computer Programmer IV (1)	25.43
Computer Systems Analyst I (1)	19.42
Computer Systems Analyst II (1)	24.87
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.52

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	15.84
Automotive Glass Installer	13.82
Automotive Worker	12.53
Electrician, Automotive	13.32
Mobile Equipment Servicer	10.89
Motor Equipment Metal Mechanic	14.10
Motor Equipment Metal Worker	12.53
Motor Vehicle Mechanic	14.10
Motor Vehicle Mechanic Helper	10.09
Motor Vehicle Upholstery Worker	11.70
Motor Vehicle Wrecker	12.53
Painter, Automotive	13.32
Radiator Repair Specialist	12.53
Tire Repairer	10.52
Transmission Repair Specialist	14.10

**Food Preparation and Service Occupations**

Baker	8.42
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Cook I	7.22
Cook II	8.33
Dishwasher	6.65
Food Service Worker	6.74
Meat Cutter	9.63
Waiter/Waitress	6.13

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	14.46
Furniture Handler	9.04
Furniture Refinisher	13.32
Furniture Refinisher Helper	10.09
Furniture Repairer, Minor	11.70
Upholsterer	13.32

**General Services and Support Occupations**

Cleaner, Vehicles	6.44
Elevator Operator	6.44
Gardener	7.59
House Keeping Aid I	6.30
House Keeping Aid II	6.44
Janitor	6.44
Laborer, Grounds Maintenance	6.56
Maid or Houseman	6.30
Pest Controller	7.60
Refuse Collector	6.44
Tractor Operator	7.40
Window Cleaner	6.56

**Health Occupations**

Dental Assistant	12.02
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.14
Licensed Practical Nurse I	10.20
Licensed Practical Nurse II	11.44
Licensed Practical Nurse III	12.79
Medical Assistant	10.75
Medical Laboratory Technician	12.36
Medical Record Clerk	11.24
Medical Record Technician	13.54
Nursing Assistant I	8.00
Nursing Assistant II	8.99
Nursing Assistant III	9.81
Nursing Assistant IV	11.00
Pharmacy Technician	12.19
Phlebotomist	11.44
Registered Nurse I	17.00
Registered Nurse II	20.80
Registered Nurse II, Specialist	20.80
Registered Nurse III	25.17

Registered Nurse III, Anesthetist	25.17
Registered Nurse IV	31.17

**Information and Arts Occupations**

Audiovisual Librarian	16.83
Exhibits Specialist I	15.52
Exhibits Specialist II	17.47
Exhibits Specialist III	19.84
Illustrator I	15.52
Illustrator II	17.47
Illustrator III	19.84
Librarian	19.60
Library Technician	11.03
Photographer I	13.51
Photographer II	15.81
Photographer III	17.45
Photographer IV	20.06
Photographer V	23.35

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	7.05
Counter Attendant	7.05
Dry Cleaner	8.23
Finisher, Flatwork, Machine	7.05
Presser, Hand	7.05
Presser, Machine, Drycleaning	7.05
Presser, Machine, Shirts	7.05
Presser, Machine, Wearing Apparel, Laundry	7.05
Sewing Machine Operator	8.69
Tailor	9.25
Washer, Machine	7.64

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	14.67
Tool and Die Maker	18.12

**Material Handling and Packing Occupations**

Forklift Operator	11.65
Fuel Distribution System Operator	11.98
Material Coordinator	13.81
Material Expediter	13.81
Material Handling Laborer	9.70
Order Filler	9.08
Production Line Worker (Food Processing)	10.89
Shipping Packer	10.60
Shipping/Receiving Clerk	11.66
Stock Clerk (Shelf Stocker; Store Worker II)	10.67
Store Worker I	8.07
Tools and Parts Attendant	11.18

Warehouse Specialist	11.18
<b>Mechanics and Maintenance and Repair Occupations</b>	
Aircraft Mechanic	14.87
Aircraft Mechanic Helper	10.89
Aircraft Quality Control Inspector	16.11
Aircraft Servicer	12.62
Aircraft Worker	13.53
Appliance Mechanic	13.32
Bicycle Repairer	10.52
Cable Splicer	15.97
Carpenter, Maintenance	14.10
Carpet Layer	13.53
Electrician, Maintenance	14.87
Electronics Technician, Maintenance I	15.85
Electronics Technician, Maintenance II	16.85
Electronics Technician, Maintenance III	17.84
Fabric Worker	12.52
Fire Alarm System Mechanic	16.22
Fire Extinguisher Repairer	12.52
Fuel Distribution System Mechanic	17.84
General Maintenance Worker	14.71
Heating, Refrigeration and Air Conditioning Mechanic	14.47
Heavy Equipment Mechanic	15.32
Heavy Equipment Operator	14.40
Instrument Mechanic	15.23
Laborer	6.74
Locksmith	14.14
Machinery Maintenance Mechanic	15.32
Machinist, Maintenance	16.60
Maintenance Trades Helper	10.09
Millwright	16.62
Office Appliance Repairer	14.14
Painter, Aircraft	13.32
Painter, Maintenance	13.32
Pipefitter, Maintenance	15.55
Plumber, Maintenance	14.98
Pneudraulic Systems Mechanic	16.22
Rigger	15.05
Scale Mechanic	14.41
Sheet-Metal Worker, Maintenance	14.10
Small Engine Mechanic	12.53
Telecommunication Mechanic I	14.92
Telecommunication Mechanic II	15.77
Telephone Lineman	15.23
Welder, Combination, Maintenance	15.13
Well Driller	14.40
Woodcraft Worker	15.23
Woodworker	10.89

**Miscellaneous Occupations**

Animal Caretaker	7.12
Carnival Equipment Operator	7.76
Carnival Equipment Repairer	8.35
Carnival Worker	7.12
Cashier	7.46
Desk Clerk	9.14
Embalmer	19.06
Lifeguard	9.42
Mortician	19.43
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.85
Recreation Specialist	12.67
Recycling Worker	7.40
Sales Clerk	9.48
School Crossing Guard (Crosswalk Attendant)	5.86
Sport Official	8.97
Survey Party Chief (Chief of Party)	13.51
Surveying Aide	8.95
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.28
Swimming Pool Operator	8.37
Vending Machine Attendant	6.74
Vending Machine Repairer	8.37
Vending Machine Repairer Helper	6.74

**Personal Needs Occupations**

Child Care Attendant	9.14
Child Care Center Clerk	11.41
Chore Aid	6.74
Homemaker	16.03

**Plant and System Operation Occupations**

Boiler Tender	16.47
Sewage Plant Operator	15.56
Stationary Engineer	16.47
Ventilation Equipment Tender	10.89
Water Treatment Plant Operator	15.57

**Protective Service Occupations**

Alarm Monitor	10.05
Corrections Officer	12.60
Court Security Officer	13.56
Detention Officer	12.60
Firefighter	14.72
Guard I	6.74
Guard II	10.00
Police Officer	14.75

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	13.53
Hatch Tender	13.53
Line Handler	13.53
Stevedore I	11.84
Stevedore II	13.37

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	13.37
Archeological Technician II	14.94
Archeological Technician III	18.52
Cartographic Technician	20.09
Civil Engineering Technician	18.26
Computer Based Training (CBT) Specialist/ Instructor	19.42
Drafter I	10.11
Drafter II	14.72
Drafter III	16.46
Drafter IV	18.52
Engineering Technician I	12.64
Engineering Technician II	14.18
Engineering Technician III	16.74
Engineering Technician IV	20.47
Engineering Technician V	25.05
Engineering Technician VI	30.29
Environmental Technician	16.04
Flight Simulator/Instructor (Pilot)	23.37
Graphic Artist	19.38
Instructor	18.61
Laboratory Technician	14.30
Mathematical Technician	18.52
Paralegal/Legal Assistant I	14.20
Paralegal/Legal Assistant II	21.43
Paralegal/Legal Assistant III	26.21
Paralegal/Legal Assistant IV	31.72
Photooptics Technician	20.06
Technical Writer	21.40
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs	14.99
Weather Observer, Senior	16.66
Weather Observer, Upper Air	14.99

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	9.30
Parking and Lot Attendant	6.38
Shuttle Bus Driver	10.11
Taxi Driver	7.62
Truckdriver, Heavy Truck	12.41
Truckdriver, Light Truck	10.11
Truckdriver, Medium Truck	11.77
Truckdriver, Tractor-Trailer	16.34

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$2.15 an hour or \$86.00 a week or \$372.67 a month

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of eight paid holidays per year: New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*****Source of Occupational Title and Descriptions:**

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